WHSV-TV and WSVF-CD
EEO PUBLIC FILE REPORT
06/01/2020 - 05/31/2021

1. VACANCY LIST
See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter – MMJ	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 22 28 35 37 38 45 51 52 55 56	28
Digital Producer	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 22 35 37 38 39 45 47 51 52 55 56	47
Weekend Sports Anchor/Reporter	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 22 24 25 35 37 38 39 45 47 51 52 55 56	47
Editor	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 22 35 37 38 39 45 51 52 55 56	13
Reporter – MMJ	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 22 35 37 38 39 45 51 52 55 56	13
Technical Media Producer	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 22 24 35 37 38 39 45 46 51 52 55 56	46
Reporter - MMJ	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 22 35 37 38 39 45 47 51 52 55 56	47
Editor	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 22 24 35 37 38 39 45 51 52 55 56	24
Technical Media Producer	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 21 22 24 35 37 38 39 43 45 51 52 55 56	24
Meteorologist	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 21 22 24 35 37 38 39 43 45 46 51 52 55 56	24
Account Executive	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 21 22 24 35 37 38 39 43 45 51 52 55 56 57	24
Digital Sales Coordinator	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 35 37 38 39 43 45 51 51 55 56	24
Technical Media Producer	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 21 22 24 35 37 38 39 43 45 51 52 55	24
Daybreak MMJ	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 21 22 24 35 37 38 39 43 45 51 52 55 56 57	24
Reporter - MMJ	1 2 3 5 7 8 9 10 11 12 13 14 15 16 17 18 20 21 22 24 35 37 38 39 43 45 51 52 55 56 57	24

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information 6/1/20 - 5/31/21	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Media Line	No	0
2	Broadcasting Institute of Maryland – 7200 Harford Rd., Baltimore, MD 21234	No	0
3	VA Association of Broadcasters –630 Country Green Ln., Charlottesville, VA 22902	No	0
4	National Association of Broadcasters - 1771 N Street NW, Washington, DC	No	0
5	TV Jobs	No	0
6	Virginia Employment Commission 1909A East Market St., Harrisonburg, VA 22801	No	0
7	WHSV TV3, 50 North Main St., Harrisonburg, VA 22802	No	1
8	National College, 1515 Country Club Road Harrisonburg, VA 22802	Yes	0
9	James Madison University, Harrisonburg, VA 22807	No	0
10	Bridgewater College, Office of Career Services, Bridgewater, VA 22812	No	1
11	Blue Ridge Community College, Weyers Cave, VA 24486	No	0
12	Eastern Mennonite University, Career Services 1200 Park Rd., Harrisonburg, VA 22802	No	0
13	Gray Television, Inc. In-House Postings	No	5
14	Coppin State College, 2500 West North Ave., Baltimore, MD 21216	No	0

15	Mary Baldwin College, Staunton, VA 24401	No	0
16	Norfolk State University, Mass Comm., 700 Park Ave., Norfolk, VA 23504	No	0
17	Old Dominion University, Career Mgmt., 2202 Webb Center, Norfolk, VA 23529	No	0
18	Virginia Tech, Blacksburg, VA	No	1
19	Production Hub	No	0
20	Eastern Mennonite University, Harrisonburg, VA Esther Nizer Jennifer Litwiller	Yes	0
21	Media Match, 714 North LaBrea, Hollywood, CA 90038	No	0
22	Mass VO Tech 325 Pleasant Valley Rd., Harrisonburg, VA 22801	No	0
23	Spots N Dots	No	0
24	Station Employee Referral	No	11
25	Non-Employee Referral	No	1
26	TV3 On-Air Commercial Advertising	No	0
27	Walk-Ins	No	0
28	Internship Program	No	1
29	Job Fair	No	0
30	Daily News Record, P.O. Box 193, Harrisonburg, VA 22802	No	0
31	TV Technology	No	0
32	Monster web	No	0
33	Reserved	No	0
34	Winchester Star, 2 N. Kent St. Winchester, Va. 22601	No	0
35	Shenandoah University, 1460 University Drive, Winchester, VA 22601	No	0
36	Harrisonburg Help Wanted.com	No	0

37	UNC-Chapel Hill, Dr. School of Journalism,	No	1
38	Elon University	No	0
39	VARTV.com	No	0
40	Society of Broadcast Engineers	No	0
41	Broadcast and Cable	No	0
42	Newscheck Media	No	0
43	Creative Jobs Central	No	0
44	Craigs List	No	0
45	Northeast Neighborhood Association	No	0
46	Linked In	No	3
47	Facebook	No	3
48	TVNewsCheck	No	0
49	Reserved	No	0
50	VA Job Connections	No	0
51	Virginia Commonwealth University P.O. Box 842034, Richmond, VA 23284	No	0
52	Mutual Target Associates, Inc. Technical Staff Augmentation Services	No	0
53	Backpage.com	No	0
54	The Broadcast Image Group	No	0
55	Indeed.com	No	6
56	People Matters/Snag	No	1
57	Get TV Jobs	No	0
	Total Number of Interviewees		34

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Activities Designed to Disseminate Information about Broadcasting Careers	The station participates in and advertises the Virginia Association of Broadcaster Job Bank. A schedule airing on WHSV TV3 informs the public about posting resumes and reviewing jobs on the Virginia Association of Broadcasters website. Promotion of this website airs daily, Monday – Sunday.
2	Provide EEO Training to Management Level Personnel	On November 19, 2020, our Operations Manager participated in a webinar hosted by Wiley Rein, LLP where the FCC's EEO rules and regulations were explained.
3	Participate in Job Fairs	On October 14. 2020, the station participated in the JMU MBA/School of Business talk. WHSV's News Director attended and spoke with the class about media and social media along with current opportunities for careers in broadcasting and job opportunities at our station. The station along with Harrisonburg-Rockingham Chamber of Commerce, Greater Augusta Regional Chamber of Commerce and the Shenandoah Valley SHRM co-sponsored 5 job fairs this report period. The Operations Manager attended on behalf of the station. 5/28/20 8/26/20 11/18/20 1/20/21 5/18/21
4	Diversity and Inclusion Training	The General Manager participated in a training series "Foundations in Diversity, Equity and Inclusion from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: - How Biases influence interaction - Decision making and ways to mitigate them - How to identify and avoid implicit bias and microaggression in media - How to champion equity and inclusion, handling conflict - How to avoid common faux pas made regarding gender language, race, class and ability - How to apologize effectively